



# SALEM CHURCH OF GOD

ANNUAL REPORT 2013

## DEFINING MOMENTS







## FROM PASTOR BOB MOSS

The pages you are holding tell a wonderful story. It's the story of a church experiencing momentum and growth. Each statistic represents the life of a person who has been touched by the ministry of Salem Church. Between the lines are stories of lives being changed, sacrifices made and people being served.

Jesus is the subject of our church. We are the living representatives of Jesus Christ in our workplaces, in our schools, and throughout our community. As you read through this report, I invite you to celebrate these stories. It's all a part of the larger story of God's transforming love.

These pages contain the story of what God is doing ...and what you are doing to empower the ministry of this wonderful church called Salem. The lives that are being touched are directly connected to your faithfulness and generosity. Thank you for every way that you have supported the ministry of Salem through your serving and through your financial generosity.

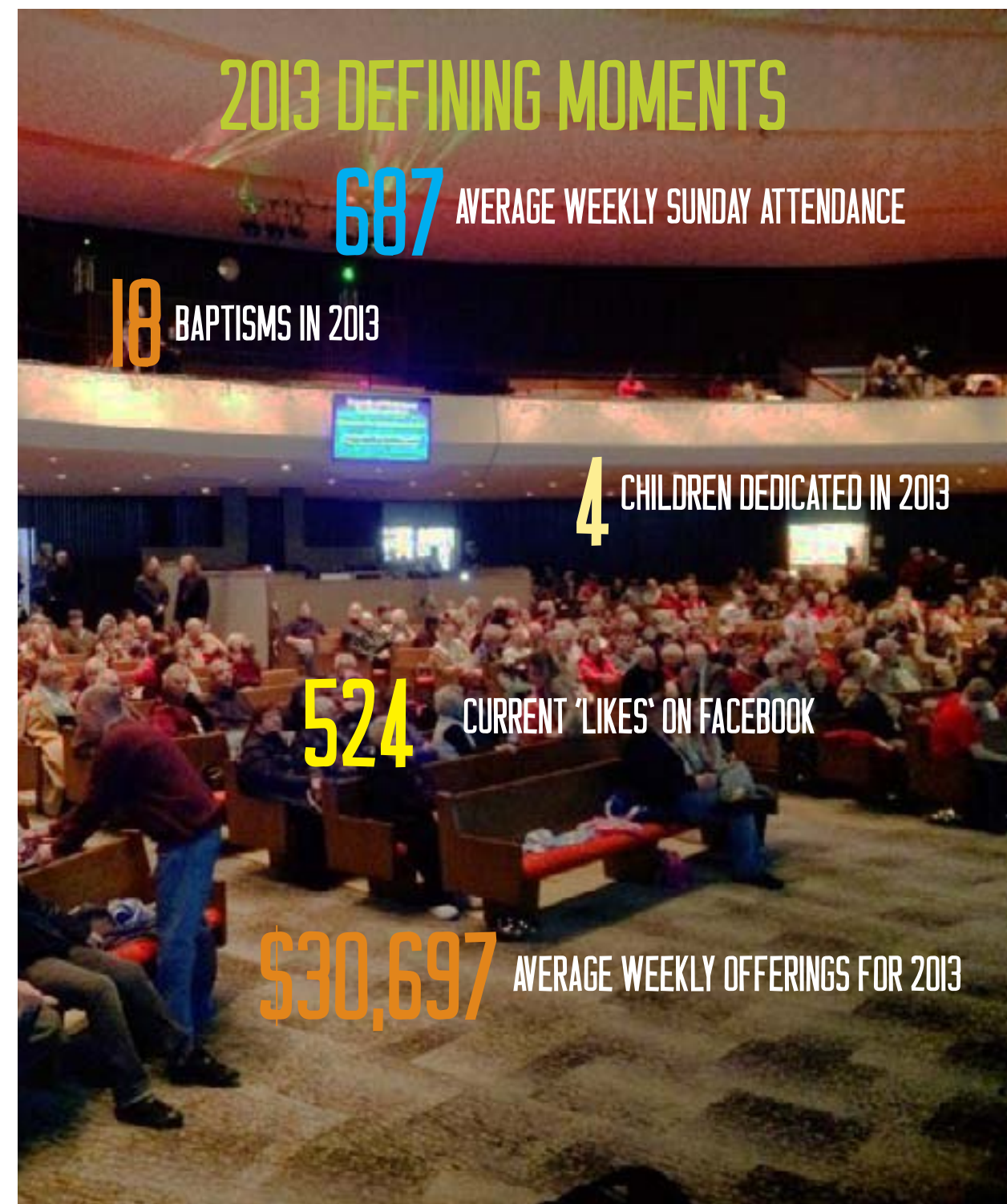
Enthusiastically,

A handwritten signature in black ink that reads "Bob Moss".

Bob Moss



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## 2013 BAPTISMS

### ADULTS

James Bell • Lawrence Bell  
 Randy Call • Connie Fellers  
 Kenton Froebe • James Jennings  
 Sharon Jennings • Shelton Jonker  
 Marilyn Lockwood • Lorene McCaslin  
 Stephanie Sanders • Kiley Taylor

### YOUTH & CHILDREN

Chase Bettker  
 Tanner Conklin  
 Lila Davis  
 Lauren Duvall  
 Jonathan Pearson  
 Kylah Skaroupka



## 2013 CHILD DEDICATIONS

Adelaide Hayes  
 Laney Daniel  
 Bailey Miller  
 Jordan Wyss

## (( Sfx Salem Family Experience ))



## 4 SALEM FAMILY EXPERIENCES IN 2013

**JUNE 9** *Salem Family Summer Picnic*

**JULY 13** *Sfx LIVE!*

**AUGUST 23** *Outdoor Movie Night*

**OCTOBER 13** *Family Bonfire Night*

KIDS ATTENDANCE DOUBLED THIS YEAR!  
SUNDAYS AVERAGING 65 PRESCHOOLERS AND ELEMENTARY KIDS

KIDMIN VOLUNTEERS – 45 ADULTS • 15 TEENS



LULLILOO – 56 KIDS, 13 LEADERS

ADDED 2 CHECK-IN KIOSKS

# SALEMKIDS GROW UP CHART

And Jesus grew in wisdom and stature, and in favor with God and man. Luke 2:52



Nursery	Pre-school	K-1st grade	2nd grade	3rd grade	4th grade	5th grade	6th grade
2.8 feet	3.1 feet	3.5 feet	3.8 feet	4.1 feet	4.3 feet	4.7 feet	4.9 feet



As our kids grow up physically, our aim is that they will spiritually too.  
Together we can see even more lives changed!



# UPDATED WORSHIP ENVIRONMENT

ENVIRONMENTAL PROJECTION ...  
3 PROJECTORS, CREATING 1 IMAGE  
ON THE WALL IN THE GYM





**32**  
ATTENDED  
THE OHIO STATE  
YOUTH CONVENTION  
IN COLUMBUS, OH  
NOVEMBER 2013



**35**  
AVERAGE WEEKLY  
ATTENDANCE FOR  
SALEM YOUTH



## 2013 SALEM YOUTH DEFINING MOMENTS



**20**  
VOLUNTEERS SERVE  
WITH SALEM YOUTH



**31**  
WENT TO  
KINGS  
ISLAND  
ON THE  
SUMMER  
YOUTH  
OUTING

**60** STUDENTS ATTENDED FALL  
KICKOFF IN SEPTEMBER

**9** ATTENDED 3SLI (TRI-LEVEL  
STUDENT LEADERSHIP INSTITUTE)  
IN MASON IN SEPTEMBER

## SALEM WOMEN'S MINISTRY



### INSPIRE – 280 WOMEN

5 speakers • 1 soloist • 20+ men served as waiters • 33% were guests

### GIRL'S NIGHT OUT

April 25 - Rob's Restaurant - 55 women

August 28 - Dessert Night at Salem - 60 women

## SALEM MEN'S MINISTRY

Record setting number of cars/trucks (over 100) attended Salem's 5th Annual Salem Summer Bash. All the ministries that supported the event had a huge success as well as a huge crowd from the community.

100

Forty golfers attended Salem Golf outing at Beechwood Golf Course in September.

40

Over 100 men/youth attended Men's conference in March.

100

## COMMUNICATIONS AND SOCIAL MEDIA



### 2013 FACEBOOK STATS

2013 Domestic reach:

14,255 people

2013 International reach:

1,773

Local numbers:

Clayton: 241

Brookville: 431

Englewood: 669

Dayton: 2,079

CURRENT 'LIKES' 524



UP FROM 82 IN 2012



YOUTUBE LAUNCHED IN SEPTEMBER OF 2013

1,142 video views



INSTAGRAM LAUNCHED IN SEPTEMBER OF 2013

34 followers



SALEMCHURCH.ORG STATS

1,425 average monthly views



E-HAPPENINGS STATS

1,060 - Average monthly "opens" of e-Happenings weekly email newsletter





## OUTREACH – CHILDREN AT RISK

4,000

Outreach funds to Children of Promise who provides support to over 4,000 children and orphans in more than 20 countries in 6 continents

50+

Salem's SOAR ministry participated in assisting 50+ teens in the Miami Valley area to transition from Foster Care homes into independent living in partnership with Choices, Inc.

FIFTY

Supported Heart for Lebanon who provided literacy programs to more than 50 children in Lebanon from Gypsy and Bedouin backgrounds

EIGHT

Invested deeply in the lives of 8 challenged boys at Operation Re-birth to strive academically and in life

1,000 GO • BE • DO CHRISTMAS 2013

Collected over a thousand canned and boxed food items for Northmont FISH, hundreds of diapers and baby supplies for the Miami Valley Women's Center and dozens of toys and gifts for the Community Table Christmas Store

## OUTREACH – CHURCH PLANTING



Navajo Outreach Team



Honduras Medical Mission Team



Pastor Bob Moss (l) and Pastor Joseph Steiner (r) with baptism candidates in Hungary



Pastor Joe and Merry Cookston in Paraguay

Supported Missionaries and National Church Leaders in 10+ countries in the Middle East and Europe through Three Worlds ministry

Pastor Moss visited Pastor Steiner and his congregations in Hungary. Pastor Steiner's ministry reaches 3,000 souls in Hungary by spreading the Gospel.

Invested in the lives of 40 emerging leaders in Lebanon, Syria, and Egypt, through the efforts of missionary Ken Oldham and family

Reached over 200 Million potential listeners in the Arab world via shortwave radio and the Internet through Christians Broadcasting Hope (CBH)

Sent an 8 member team to the Navajo reservation who reached out to over 1,000 Native Americans, through the Gospel message and through helping to build a community center in partnership with the Jelle family (missionaries to the Navajos)

Pastor Joe and Merry Cookston traveled to South America (Paraguay & Argentina) to strengthen many church leaders through training over 50 pastors, 120 Lay leaders and 16 Bible School students, as well as holding marriage seminars for over 100 couples

Supported the launch of a new church plant in Phoenix, AZ in partnership with Pastor Tom & Libby Hagedon

Empowered a persecuted Christian from a non-Christian background in the Middle East to reach thousands of people door-to-door and to start a radio and online video ministry

# OUTREACH – CHURCH GROWTH

## Church of God Ministries

Salem supports the National Office and the Global Missions of the Church of God to further the Kingdom, which serves over 2400 local congregations, 23 missionary families, that are present in 87 countries around the world

## Heart For Lebanon

Supported leadership development for more than 100 church leaders in the Middle East through Heart for Lebanon



## Ohio Ministries

Supported Ohio Ministries of the Church of God which serves 220 churches in the state of Ohio for the purpose of experiencing health and growth

## Healthy Growing Churches

Partnered with Healthy Growing Churches which has been able to impact 639 leaders from 119 congregations, in 34 states and 25 countries using assessments, coaching, consultations, credentialing and church planting

# OUTREACH – HURTING PEOPLE

Salem volunteers invested **over 11,000 hours serving** the Northmont community, the cities of Brookville, Englewood, and Clayton, and businesses through the Northmont Chamber of Commerce

Distributed **over 200 turkeys** for Thanksgiving to families in need

Provided **96 families with over 300 Christmas gifts** for their children through the Community Table

Provided **256 families (662 children)** with back-to-school supplies through Community Table

Supported Heart for Lebanon who **provided for 1,800 refugee families** (coming from both Syria and Iraq into Lebanon) with food, non-food, and medical care items.

Helped **provide scholarships** (in partnership with Heart for Lebanon) **to 180** under privileged students in Lebanon in order for them to receive Christian Education

**Provided food, utilities assistance and basic needs** for dozens of families in our community through our benevolence fund

Sent out **14 team members to Honduras** who impacted hundreds through medical ministry, construction and evangelism in partnership with Heart to Honduras

Distributed **over 1,000 hand sewn blankets and 100 hand knitted hats** locally and internationally through Salem Sewing Ministry

Supported medical missions (through Caring Partners International) in order to reach out to **75,000 people in Central & South America**; 30,000 received medical supplies and equipment

Helped provide medical services in Cincinnati/Dayton area to **7,500 people** through Caring Partners International

**Five teams helped serve food** to thousands of homeless people in downtown Dayton every month through Caring Partners International

**Supported the Gospel Mission and Nehemiah University** who provide practical assistance to people in need through physical, emotional, and spiritual support

Sent **over \$10,000** for tornado relief



# OUTREACH – VULNERABLE WOMEN

Several Salem volunteers invested countless hours to minister to dancers in Dayton’s strip clubs, through visitations, hot meals, and helping them get different jobs, housing, and education to exit from this industry through the efforts of One Heart

Through our partnerships with women’s centers in the Miami Valley (Miami Valley Women’s Center and Elizabeth New Life Center), we were able to provide pregnant women the opportunity to choose life and celebrate that over 3,000 lives were saved. Hundreds of women and men were trained to be loving and caring parents

CREATE IN ME A NEW HEART, O GOD,  
AND RENEW A STEADFAST SPIRIT WITHIN ME.  
– PSALM 51:10

Photo of Salem Prayer Garden

# FINANCIAL PEACE UNIVERSITY 2013 STATS

20 Households completed the course

17 New Households • 3 Alumni Households • 4 Households from Community

	Non-Mortgage Debt Paid	Dollars Saved	Credit Cards Cut Up
SUNDAY CLASS	\$21,350	\$23,300	11
WEDNESDAY CLASS	\$ 6,000	\$ 4,280	32

## CONGREGATIONAL CARE

It is our mission to provide care and support to families and individuals in a personal and compassionate way and to provide an atmosphere and opportunity to sense God’s presence and provision.

51 Fifty-one surgeries and procedures covered by phone or visits

Twenty-one prayer shawls given in 2013

TWENTY-ONE

Thirteen individuals and transients assisted with gift cards

THIRTEEN

12 Twelve families/ individuals assisted with benevolence

1,508 Flower ministry averaged 29 visits per week and distributed 1,508 flower arrangements

In addition to the 51 surgeries covered, 106 hospital visits were made in 2013

106

*Bear one another’s burdens, and so fulfill the law of Christ.*

- Galatians 6:2

# Elders for Ratification

## KEVIN HAGSTROM

Kevin Hagstrom, his wife Melissa and their three boys have been attending Salem for about 4 years. He is actively involved with the Parent Zone class. In addition, he is involved with various areas of children’s ministries which include nursery, teaching second hour preschool and Wednesday night Life Class. He is a certified public accountant and an active member of a local Kiwanis club.



## BARBARA LABRIER

Barbara LaBrier has been a member of Salem Church of God since 1986. She was initially involved in the Singles Ministry and Wednesday night prayer group. She spent several years involved in early Childhood Sunday School (teacher for 3’s and 4’s, nursery worker) and served as Coordinator for a few years. Currently Barbara is part of the team that facilitates the Women to Women Sunday School class and serves on the Secret Sister leadership team. Also a public servant, she works in the Office of Management and Budget for the City of Dayton. She is grateful to be a part of a vital church family that places a high priority on supporting young families.



## DON PENCE

Don Pence (incumbent) is currently serving as an Elder and is the chairman of the Elder board’s finance committee. He has attended Salem for 23 years and serves with the Worship Arts ministry as a member of the choir. Don is a facilitator for the Dave Ramsey Financial Peace University course provided periodically here at Salem.



## GREG WIENS

Greg attended Salem while on staff from 1980-1985 and pastored churches in Wichita, KS and Orlando, FL following his time at Salem. Greg was State Pastor of Florida from 2000-2013 and recently began full time with Healthy Growing Churches. HGC is committed to serving existing churches to bring them more in line with God’s mission for them and starting new churches to reach people who don’t know Christ. They are currently working in 35 states and 13 countries. Mary Kay and Greg have 3 married children and 7 grandchildren.



# Sample Ballot - January 26, 2013

Board of Elders (ratify) 3-year term

Kevin Hagstrom	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Barb LaBrier	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Don Pence*	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Greg Wiens	<input type="checkbox"/> Yes	<input type="checkbox"/> No
*incumbent		

Leadership Selection Committee (ratify)

Dean Davis	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Norman Moyer	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Approve 2014 Budget of \$1,664,048 (2013 Budget \$1,701,555)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
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ByLaws: ☐ Yes ☐ No  
I approve/ratify the adoption of the proposed Bylaw change and implementation on January 26, 2014 (see below)

Based on our current operations structure, a change is proposed to the current by-laws, eliminating the position of “Financial Operations **Officer**” and designating a member of the Board of Elders to fill this role as “**Treasurer**,” in order to further conform to a more “standard” structure of officers of the board/corporation. Adoption of these changes would change the current role to **Director** of Financial Operations **Officer**, a staff position only (not an officer of the corporation, as it is currently). There are two references to this same position in the by-laws; both would be changed to reflect this action.

### CURRENT:

ARTICLE I. OFFICERS OF THE CORPORATION  
Section 1.3 FINANCIAL OPERATIONS OFFICER OF THE CORPORATION The Financial Operations Officer of the Board of Elders shall, by virtue of his or her office, also serve as Treasurer of the Corporation. He or she shall be an ex-officio, non-voting member of the Board of Elders. The Financial Operations Officer shall be responsible for safeguarding the financial assets of the Corporation, ensuring sound internal controls and financial policies, signing checks or designating authorized signatories and directing the dissemination of regular financial reports to the Corporation.

### PROPOSED:

ARTICLE I. OFFICERS OF THE CORPORATION  
Section 1.3 TREASURER OF THE CORPORATION The **Treasurer** of the Board of Elders shall, by virtue of his or her office, also serve as Treasurer of the Corporation. **The Treasurer** shall be responsible for monitoring the safeguarding the financial assets of the Corporation, ensuring sound internal controls and financial policies, signing checks **in the absence of staff, or where an officer’s signature is required**. The Treasurer shall also designate authorized signatories and **is responsible for** directing the dissemination of regular financial reports by staff to the Corporation.



# Salem Church of God Financial Overview

2013: Ministering within Means - Year ended in a positive financial position of just over \$60,000, allowing Salem to continue on to the "Financial Peace" goal of building emergency cash reserves.



Salem Church continues to realize very strong giving per capita. Together, the giving increase over the past five years has been over \$170,000.

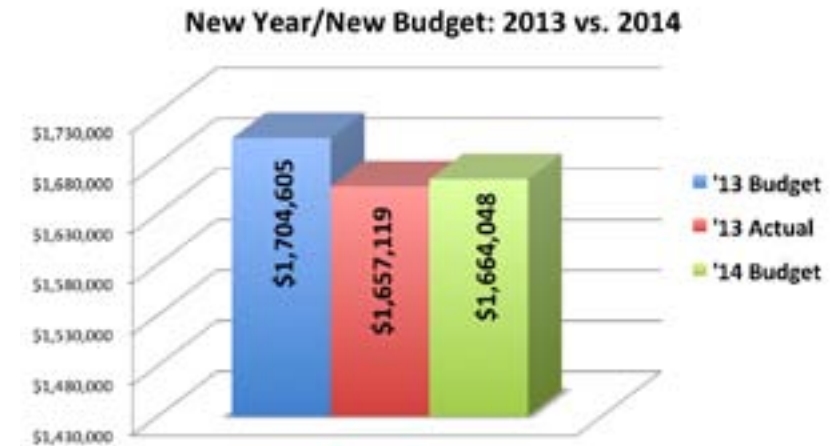


Along with giving, it is apparent that the heart for outreach has grown as well: in 2013, dollars for outreach increased over 2009 levels by over \$111,000!



# Salem Church of God Financial Overview

Proposed Ministry Budget for 2014 is a slight increase (.425%) over 2013 actual giving, and a modest reduction (2.4%) of our 2013 projected budget.



Outstanding debt has been reduced by over \$75,000 in 2013, and by \$335,442 over the past five years. The total remaining building debt balance as of 12/31/13 is \$1,257,663. Preparing for a Capital Giving Initiative in 2014, the goal is to reduce this outstanding amount by half over the coming three years.



# Salem Church of God 2014 Budget

Considering dollars budgeted for combined ministry and staffing costs in each ministry area, the 2014 budget allocation looks like this:



## 2013 Budget, Actual Income/Expenses, and 2014 Proposed Budget

	'13 Budget	'13 Actual	'14 Budget
Income, All Sources:	\$1,704,605	\$1,657,119	\$1,664,048
Outreach /Missions	\$ 163,300	\$ 147,079	\$ 147,500
Adults/Care/Connecting	\$ 45,595	\$ 37,085	\$ 58,500
Children & Youth	\$ 40,000	\$ 32,746	\$ 32,000
Worship Celebrations	\$ 21,000	\$ 27,217	\$ 25,000
Office Operations	\$ 100,785	\$ 98,738	\$ 126,880
Campus and Utilities	\$ 255,800	\$ 230,478	\$ 256,450
Personnel	\$ 961,035	\$ 909,352	\$ 896,916
Debt Service	\$ 114,040	\$ 113,542	\$ 120,802
Total Budget	\$1,701,555	\$1,596,237	\$1,664,048

# Minutes from last Annual Business Meeting Sunday, January 27, 2013

### Call to Order

Bob Moss, Chairman of the Corporation, explained that according to the bylaws, today's meeting is for ratification and approval purposes, foregoing the detailed reporting which was formerly discussed in the January 20, 2013 informational meeting and printed in the Annual Report and online.

### Recognition of Parliamentarian

Ken Ward was recognized as Parliamentarian.

### Tellers

Bob Moss reported that tellers were appointed according to the bylaws.

### Membership/Voting Qualifications

Bob Moss, Chairman, read the qualifications for voting from the Salem Church of God Bylaws.

### Reporting of Absentee Ballots

Debbie Galvin, Secretary, reported that Absentee Ballots had been received and approved by the Officers of the Corporation, as outlined in the Salem Bylaws.

### Presentation of 2012 Business Meeting Minutes

Debbie Galvin, Secretary, reported that the minutes of the past meeting were printed in the Annual Report and posted online. Debbie moved that we dispense with the public reading of the 2012 annual business meeting minutes and that the minutes be approved, seconded by Janet Hussong (10:45 a.m.). Motion carried. Seconded by Mike Barrow (12:15 p.m.). Motion carried.

### Presentation of 2012 Budget Report

Michelle Boots, Financial Operations Officer, reported that the 2012 Budget Report was approved by the Board of Elders and was printed in the Annual Report and posted online. She moved that we dispense with the public reading of the 2012 Budget Report and that the 2012 Budget Report be approved, seconded by Don Pence (10:45 a.m.). Motion carried. Seconded by Jerry Wick (12:15 p.m.). Motion carried.

### Presentation of 2013 Proposed Budget:

Michelle Boots, Financial Operations Officer, reported that the 2013 Budget Report was approved by the Board of Elders and was printed in the Annual Report and posted online. Michelle moved that the 2013 Budget Report be approved, seconded by Steve Gallimore (10:45 a.m.). Motion carried. Seconded by David Kinsinger (12:15 p.m.). Motion carried.

### Presentation of Candidates

Bob Moss reported that the Leadership Development Team - Edie Maury, Mary Neal and Mike Leis, presented the names of the following Candidates for ratification: Kelly Froebe, Roger Preston and incumbent Rod Stafford for Board of Elders; Tim Kegley and Mike Webster for the Leadership Selection Committee.

### Voting

Members cast their votes. Tellers collected the ballots.

### No Old or New Business to Report.

### Meeting recess:

Bob Moss called for the 10:45 a.m. meeting to recess until after the 11:00 worship service.

12:15 a.m. Bob Moss called for a motion to adjourn. Ken Ward so moved, seconded by Charles Kaiser. Motion carried.

Submitted by,  
Debbie Galvin  
Secretary of Corporation  
Minutes typed by Betty Kettering





# Salem Staff and Elders

## **Pastors: Full-time**

Bob Moss  
David Boots  
Joe Cookston  
Alisa Harkless  
Kyle Hayes  
Nathanael Lyon

## **Directors/Managers**

Michelle Boots  
*Financial operations - part-time*

Betty Kettering  
*Office manager and assistant to  
Pastor Moss - full-time*

Kim Marvin  
*Communications manager - part-time*

Nabil Safi  
*Ministry Intern  
Missions and outreach*

Betty Scheibly  
*Associate director of adult ministries -  
part-time*

## **Support Staff: Part-time**

Craig DeNise - ext. 112  
*Assistant for children, men, students*

Missy Groh - ext. 100  
*Receptionist, assistant for outreach*

Beth Jones - ext. 115  
*Assistant for congregational care*

Glenda Nelson - ext. 105  
*Assistant for worship arts*

Megan Richhart - ext. 124  
*Assistant for graphic arts*

Lisa Stechenfinger - ext. 113  
*Building scheduler, adult  
ministries assistant*

## **Campus Service Staff: Part-time**

Thomas Adkins, Adam DeNise,  
Ituah Enaiho, Jerry James, John Kettering,  
Robert Pike, Paul Voss, Lee Winteregg

## **Related Staff**

Chris Hall  
*Evangelism and outreach ministry  
Ordained minister: non-paid, bi-vocational*

Maynard Neal  
*Nursing home contact  
Visitation minister: non-paid, retired*

## **Board of Elders and Term of Office**

Ends January 2014  
Don Pence\*  
Ken Ward (Barb LaBrier\*\*)  
Kevin Hagstrom\*\*

Ends January 2015  
David Coble\*  
David Cox\*  
Debbie Galvin  
Carolyn Guittar\*

Ends January 2016  
Kelly Froebe\*  
Roger Preston\*  
Rod Stafford

\*denotes eligibility for 2nd term

\*\*denotes appointee



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